

Racial Equity and Social Justice Commitment

Updated January 2022

Racial Equity and Social Justice are core values of Arts for Learning WNY and infusing Justice, Equity, Diversity, Inclusion, and Innovation (JEDI) into all aspects of the organization is one of the five key priorities of the organization in our Strategic Plan.



Starting in spring 2021, the board and staff of Arts for Learning engaged in training sessions presented by the Community Foundation for Greater Buffalo. These training sessions focused on the history of racial inequities and structural racism in our society and how to use the Racial Equity Impact Analysis Tool (REIA) to work towards a more equitable organization.

Upon completing the REIA Training seminars, Arts for Learning formed a JEDI Task Force to ensure these principles are at the forefront of all policy review, organizational recruitment, program development or revision, and decision making. This Task Force is composed of board, staff, and community stakeholders. Objectives of this Task Force include but are not limited to reviewing and suggesting changes/additions to the:

- Employee Handbook
- All current and new staff job descriptions
- Board recruitment practices, including interview questions for candidates
- Program descriptions
- Program evaluation data
- Onboarding process for new hire
- Accessibility/Inclusion practices
- Professional Development or training opportunities provided to staff, board, and Teaching Artists

Through these and other initiatives, Arts for Learning is committed to ensuring equitable organization practices and hiring and retaining a team of staff, board, and Teaching Artists that reflect the community we serve.